

NSPS:

Training requirements, Proposed rating levels

Scott Air Force Base is one of the places scheduled to implement DoD's National Security Personnel System this spring, and already more than 3,000 supervisors and employees have received Change Management Training. That's just the start though for civilians who will need to understand the program before it officially begins. Here are the courses people should look for at their bases:

Employees

- ▶▶ NSPS 101
- ▶▶ Human Resource Elements for Employees
- ▶▶ Performance Management for Employees

Managers & Supervisors

- ▶▶ NSPS 101
- ▶▶ Human Resource Elements for Managers/Supervisors
- ▶▶ Performance Management for Managers/Supervisors
- ▶▶ Pay Pool Management for Managers/Supervisors

Human Resource Specialists

- ▶▶ NSPS 101
- ▶▶ Human Resource Elements for Managers/Supervisors
- ▶▶ Adverse Actions and Appeals
- ▶▶ Labor Relations

Pay Pool Managers/Administrators

- ▶▶ Pay Pool Management

Senior Leaders

- ▶▶ Senior Leaders Forum

Town Hall meetings are also being incorporated at bases, and you can see the slides at:

www.cpms.osd.mil/nsps/

What makes a super civilian?

Previously employees have been rated as "outstanding," "exceeds fully successful," "fully successful," "minimally successful" or "unacceptable/unsatisfactory" or rated based on a pass-fail system. Now employees will have these new rankings:

ROLE MODEL

Almost always meets the standards described by the Role Model benchmarks.

EXCEEDS EXPECTATIONS

Almost always meets the standards described by the Valued Performance benchmarks and typically, but less than almost always, meets the standards described by the Role Model benchmarks.

VALUED PERFORMANCE

Almost always meets the standards described by the Valued Performance benchmarks.

FAIR

Almost always meets the Valued Performance benchmarks, but only as a result of guidance and assistance considerably above that expected at the Valued Performance level.

UNSUCCESSFUL

Performs below the Level 2 rating, or fails the Standard Performance Factor in the performance of a single assignment, where such failure has a significant negative impact on the mission or where failure to perform could result in death, injury, breach of security, or great monetary loss.

BENCHMARK DESCRIPTORS

To determine how employees and supervisors will be rated, there are some basic standard performance factors defined by benchmark descriptors. They differ for each pay band and for the Career Group Architecture. These fall under the Performance Management area of NSPS which are currently being revised at DoD.

CAREER GROUP ARCHITECTURE

There are four basic areas that civilian jobs fall under. Pay banding structures are a bit different for each of these areas because they're based on a different skill set. They are:

Standard Career Group

- ▶ Professional/Analytical
- ▶ Tech/Support
- ▶ Student Employment
- ▶ Supervisor/Manager

71%
of the workforce

Investigative & Protective Services Career Group

- ▶ Investigative
- ▶ Fire Protection
- ▶ Police/Guard
- ▶ Supervisor/Manager

6%
of the workforce

Scientific & Engineering Career Group

- ▶ Professional
- ▶ Tech/Support
- ▶ Supervisor/Manager

18%
of the workforce

Medical Career Group

- ▶ Physician/Dentist
- ▶ Professional
- ▶ Tech/Support
- ▶ Supervisor/Manager

5%
of the workforce

sources: Ms. Deanna Glover, Scott AFB and the NSPS Website